

From: **Tara Becker** [REDACTED]
Date: Thu, Aug 24, 2017 at 12:25 PM
Subject: Kitsap Count Jail

To: [REDACTED]
Cc: [REDACTED]

Dear [REDACTED]

I'm not sure how to start this letter, nor am I expecting a response. I know that [REDACTED] has been in correspondence with you and I have provided her with information as well to support her documentation as I have been there a lot longer. I have recently put in my resignation as FT NOC nurse, my last day being August 30th and I cited in my resignation that I did not feel at this junction that the atmosphere in the clinic is conducive for my professional growth.

I have been with KCJ for approximately one year and 7 months, I have to say that it has been a revolving door in which I have seen staff go as quickly as they have come. Issues are addressed and never resolved, just pushed under the rug until it erupts once again. My relationship with the HSA has been a tumultuous one to say the least, toxic from go and as my last day approaches I would say broken irreparable. Those of us who have spoken up and reported things have to some degree received resistance, hostility, and just indifference. Me being probably the loudest and most outspoken, have had the hardest battle with management. I've watched nurses do shady assessments and sign their name to the work of others, I've watched nurses sign off on detox checks and not complete them; and when its reported we've received "their a body, if I fire them, then we have no one." That is a nice philosophy, but being a nurse is not about our comfort level; It is about giving that patient quality care that they deserve. They may be inmates, but they are human beings. I've changed dressings that were signed off, but never changed. You can't tell me you changed a dressing that morning, when it is so dirty that it is brown and stuck to the open tissue from exudate and not being cleaned. My biggest point of contention is when I call you with a concern, I expect a quality answer. If I call you regarding a pregnant detoxer in the middle of the night (has special protocol and special medication STAT) because I cannot get a hold of the doctor, as my supervisor I expect you to not tell me to give a narcotic without a doctors order. I'm stubborn and strong enough to say no, but had that been a new nurse, they probably would have just compromised their license. I've watched nurses pre-pour medication and pre-punch out meds without even checking the MAR, how do you know if medications/doses have changed. All of which has been addressed in staff meetings, but specific nurses continue to do it. They cite that they were told it save times. This is not the type of nursing I value or practice. It's different for me, I am the only NOC nurse in a jail of 400+

inmates. I'm expected to be nurse, supervisor and everything else that may arise. Acuity has risen, level of care increased, and I've been put in a position where I may have to practice outside of my scope practice. When I came to KCJ about 19 months ago, they were lucky that as an LPN I came with experience and skills that most don't have at my level. From go I have screamed about the need for a second nurse (RN) at night, I find it disheartening that now that I've burned myself out trying to give optimal care and resigned; my leadership gets it approved through the year. The whole time I've been advocating for myself and have been told I have an attitude and that I'm being hostile, well okay but you are putting my license, my livelihood and my personal safety in jeopardy. We've always been short because no one stays, not once has our supervisor been willing to work the floor or help. She has left us doing double shifts, working past 16 hours because she can't be bothered. The times that we have called, she has replied "I can't help I have family in town, or I have plans." Great we all have lives, plans, other duties but we continue to give the best care we can. It's odd that just recently she started helping, as pressure is being put on her. She has broken morale to the point where we are mentally exhausted, angry all the time, and all we talk about whether we are at work or home is "her."

Part of the reason I resigned is I can no longer clean up messes made by nurses who are unwilling to complete job duties as assigned, I will not lose any sleep anymore because of the lack of care and excuses that are made for these nurses. I am tired of the hostility we receive when we need to call out sick, when we stand up to her and receive nothing but anger and coldness. Back in March 2017, I filed grievance against the HSA which as far as I'm concerned was never resolved, just pushed under the carpet yet again. Not only was it 30 days before I even received a sit down with [REDACTED] (he told me it would be resolved in one week), but when he did come in to talk to me all I received from him was a bunch crap about "how I'm angry, that I'm not good for CCS and that I should find a new job." If that's a resolution that is supposed to be set-up to protect me "the worker" then we are in a sad state of affairs. Was I protected when after I received from my supervisor nothing but coldness, nasty stares, and don't believe she even talked to me for over a month. What I also received from the clinic is notification that the HSA was so mad at me for filing a grievance that she stated, "I did it to be vindictive, that she hated me so much that she wished I would just quit." I confronted her recently on this and of course she denied it all, but at some point she has talked about all of us. We have all heard her say something about one of us at some point."I feel disappointed and let down by a system that is supposed to not only protect inmates but the nurses who bust their butt everyday. I could go on and on with regard to the things I've seen and observed, but it is a lewd point because I have been yelling for 19 months. I'm not writing this letter to you for me, I'm writing it for my co-workers that remain. That is what I care about, there safety and the care of those inmates.

I will be providing Jenni with more stuff. Have a good day! My email is set to be deactivated within a few days, as my last day is August 30th and my last shift is Saturday night. If you need to reach me for any reason my personal e-mail is [REDACTED].

Very Respectfully,
Tara Becker LPN